DEPARTMENT OF THE ARMY



HEADQUARTERS, UNITED STATES ARMY ALASKA 600 RICHARDSON DRIVE #5000 FORT RICHARDSON, ALASKA 99505-5000

APVR-RCSM

23 DEC 20112

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Army Alaska (USARAK) Sergeants' Time Training (CG/CoS Policy #0-4)

- 1. PURPOSE: Training to standard is the most important responsibility of the peacetime Army. Quality Sergeants' Time Training provides our first-line leaders with time to train small unit and team collective tasks, which support platoon or company level collective training. The intent is to strengthen the linkage between the unit Missions Essential Task List (METL) and the soldier tasks that support it. Sergeants' Time Training belongs to the first-line leader, but is the responsibility of the entire chain of command.
- 2. APPLICABILITY: Sergeants' Time Training will be conducted every Thursday. Sergeants' Time Training is prime-time training and will be incorporated into the commander's training guidance. It may be conducted during any part of the duty day, as long as it is conducted for five consecutive hours.
- 3. OBJECTIVE: The ultimate objective of Sergeants' Time Training is to eliminate training detractors, while allowing first-line leaders the training time to prepare their soldiers to deploy, fight, and win under any conditions, at any time and anywhere in the world. Within the requirements, there is considerable room for innovative training methods. Our training objectives are:
- a. Sergeants' Time Training will be progressive, sequential, and adhere to existing and emerging training doctrine. The tasks trained will be small unit, team or crew level tasks that support the unit's METL. No Sergeants' Time Training is required when units are deployed or in a field environment (FTX). Periodic required unit training outlined in USARAK Regulation 350-1 (i.e. SAEDA, EO ADAPCP, or any other unit type training) will not be conducted during Sergeants' Time Training. The focus is on war-fighting tasks.
- b. One-hundred percent participation of all soldiers present for training is the goal. Special duty personnel will also by incorporated into Sergeants' Time Training when prior coordination has been made with the unit/directorate.

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- c. The chain of command will supervise and direct Sergeants' Time Training and be present for all training sessions. Platoon leaders can participate in Sergeants' Time Training, but will not teach or lead the training. Command Sergeants Major and First Sergeants are expected to assess and evaluate Sergeants' Time Training.
- d. Sergeants' Time Training will be conducted IAW the Ten-Step training model, briefed to company commander and first sergeants, documented on training schedules, and approved by leaders at every training meeting. Set up and break down will not be conducted during the five hours allotted for Sergeants' Time Training.
- e. Sergeants' Time Training is a "contract" between our soldiers, their first-line leaders, and the chain of command. This training is critical to our success on future battlefields. I expect chain of command involvement.
- f. Each training session will have at least one practical exercise and a training outline to enhance the learning process. Trainers will conduct practical exercises outdoors unless extreme weather conditions prohibit. Trainers will also conduct an After Action Review (AAR) following each training session to improve training effectiveness in the future.
- g. Physical training may be conducted on Thursday, but will not interfere with the five consecutive hours of Sergeants' Time Training.

OHN M. BROWN III

Major General, USA

Commanding

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